



HEALTH AND SAFETY POLICY

Anode Engineering plans to achieve high standards of Occupational Health and Safety performance throughout its operations, maintain a duty of care for its workers and all who may be affected by its operations and provide safe working environments. Anode Engineering policies and procedures are aligned with ISO 45001:2018.

Anode Engineering sets measurable objectives and seek continuous improvement, commitment to eliminate hazards and reduce occupational health and safety risks through the use of sound management systems, safe work practices and evolving technologies.

To achieve this Anode Engineering Pty Ltd will:

- Comply with all legal obligations and uphold the spirit of the law, maintain accepted occupational health and safety standards, and participate in standard setting processes.
- Ensure that safe operating systems are documented, implemented, and communicated to all workers and are available to all interested parties.
- Ensure that Managers and Supervisors are accountable for occupational health and safety through performance goals, established with workforce participation as an integral part of business planning and assessment.
- Raise the health and safety awareness and hazard recognition skills of all workers through training and development programs.
- Ensure each worker understands their responsibility to work safely, minimising the risks to themselves and others.
- Identify risks associated with its operations by maintaining monitoring and audit programs to ensure that goals and standards set are at least maintained and, where practical, improved.

This policy commits Anode Engineering to occupational health and safety programs as an integral part of its total management philosophy. It will be reviewed annually to ensure that it remains appropriate to the nature and scale of the organisation's risks.

A blue ink signature of Wayne Burns, consisting of a stylized 'W' followed by a horizontal line.

Wayne Burns
Director and Technical Director
September 2025

A blue ink signature of Stuart Burns, consisting of a stylized 'S' followed by a horizontal line.

Stuart Burns
General Manager and Safety
Management Representative
September 2025